

the Code to Change Program Your Future

Introduction

The Digital Revolution is and has changed the world we live in. In the future, ninety percent of jobs will demand digital skills. By 2020 there will be a skills deficit of a million unfilled jobs¹. With unemployment across Europe reaching 10%², solving the gap in e-skills will bring innovation, growth and new opportunities for many people.

We focus on women because, despite being 54% of the population, only 20 percent of the 2.7 million³ people working in the Technology sector are female. Women also disproportionately leave the ICT sector as they progress in their careers.

The Code to Change program is designed to inspire and teach women important skills to succeed in the digital world and job market.

More gender-balanced and diverse teams perform better, deliver better results and are shown to have more sustainable long term performance. Companies are starting to recognize this and increasing are trying to create, an inclusive, diversified and welcoming work environment.

We believe that you don't have to go back to school to go into IT. We help you realize you don't need to be a coder to be in IT. We aim to bridge the skills gap by making available effective education and mentoring through our dedicated community of IT professionals who are already on their career ladder.

¹ Digital Agenda for Europe

² Eurostat

³ Eurostat

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What is *The Code to Change*?

The Code To Change is a two-day e-skills bootcamp and one day conference for women who want to explore career opportunity in the technology sector. The e-skills bootcamp will give participants a hands-on introduction to digital skills. We will explore existing job fields in the IT sector and the skills needed to get these jobs.

"*The Code to Change* taught me that what used to be called ICT is fast becoming simply the world in which we live and work. There is no distinction anymore. ICT is for everyone"

Today our mentees are exploring new worlds in the technology sector whether it is building applications or using their existing skills in a new digital role! Our mentees are creating the technology and not just consuming it.

"To be able to come as an individual and to leave the event with a group of people who you can turn to and who are discovering the same things as you do, is very powerful to have access to"

You too can be part of *The Code to Change* movement. This is an opportunity to get out of your comfort zone, and to immerse yourself in learning new skills from experienced professionals. You will learn how to continue your learning journey and get strategic advice on pursuing new directions in life.

Eligibility criteria:

- 1- Commitment and interest to learn new skills and an open mind.
- 2- You don't need any prior digital skills.
- 3- Everyone is welcome to join the *The Code to Change* conference
- 4- The bootcamp and mentorship program are only open to women.

"One of the speakers mentioned that the rate technology develops everyone has to keep learning or they are left behind ... this means whenever you start learning you can be as up to date as the next person. That was a big Aha! moment for me"

THE CODE TO CHANGE PROGRAM

Phase 1: 2-Day Bootcamp	Phase 2: Conference	Phase 3: Mentoring
<p>Our digital skills bootcamp mentors will walk the participants through the basics and give you hands-on introduction to e-skills.</p> <p>You will learn the basics of coding a website, a game and more. You will hear stories from women who are making waves in the technology sector.</p> <p>Depending on performance review and interest of the participant, a limited number of mentees will be selected for the mentoring phase of <i>The Code to Change</i> program.</p>	<p>The Code To Change conference will introduce participants to a variety of fields in the technology sector. You will learn about existing sectors, the required skills and tips on where to get those skills.</p> <p>Participants can learn and interact with industry leaders and get the chance to get advice on their career trajectories.</p> <p>The conference also gives you the opportunity to have a speed mentoring session with the speakers of your favorite sessions.</p>	<p>There is a 3 months mentorship for selected participants.</p> <p>A mentor is assigned to support you in continuing your learning journey. There is a support structure to help the participant whilst they continue studying on their own. At the end of the mentorship phase there will be a meeting to share experiences.</p> <p>We are making efforts to include a work experience phase. For selected mentees, there may be future opportunities based on the match to the roles that we have available.</p>
November 3-4, 2016	November 5, 2017	December 2016-March 2017

During the bootcamp, we will feature a number of inspiring talks from emerging leaders in the sector:

- How I started my career in IT

Prepare to amaze yourself listening to the diverse areas and educational backgrounds technologists come from and find out just how many roads can lead to a successful career in ICT.

- How I started coding

Stories of successful women coders who will share their personal learning journeys about coding as well as their struggles, challenges and successes throughout their career.

- Look what I made!

We will highlight some of the cool projects that women in technology are working on and prepare to get inspired to take the steps towards becoming makers and builders of apps and software.

- How I got here!

Listen to inspiring keynotes from female industry-leaders who overcame obstacles and made it to the top. We will hear about their leadership journeys and their top advice for those who wish to pursue this trajectory in their careers.

2016 Conference

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We are proud to announce *The Code to Change* 2016 conference that will take place on November 5th 2016 in Amsterdam. This conference is about teaching and learning new SKILLS that will enable participants to explore careers in the technology sector. The program will bring together the ICT and IT professionals with those who are looking for ways to join the sector and update their digital skills.

In continuation with our last year's theme "Where do I start?" this year's theme is "where do I start my tech career?" We are featuring talks, sessions and workshops from seasoned technology professionals. We have technical and career development talks and workshops around this theme.

In the past, we have featured talks on confidence building and leadership, technical talks on topics like big data, network security, introduction to IT, introduction to (a career in) computing, digital marketing, introduction to different programming languages, 3D printing, entrepreneurial thinking among other topics. This year we plan to include many more topics such as introduction to high performance computing, data analysis, developing mobile apps.

- Technical Track

The speakers will introduce you to different fields and career trajectories in the technology sector, the available opportunities and the skills to accessing those opportunities. You will also listen to their personal career and leadership stories.

- Career Development

We have hand-picked empowerment coaches and trainers to give a hands-on workshops on how to tackle issues that are holding professionals back and stops them from embracing leadership roles or bigger challenges in their career.

Detailed program will be released soon.

Overview of *The Code to Change* program kick-off event:

	Day 1: Bootcamp	Day 2: Bootcamp	Day 3: Conference	
08:30-09:00	Registration		Registration	
09:00-09:30	Opening Ceremony	Opening Keynote	Opening Ceremony	
09:30-10:00	Coding Bootcamp	Coding Bootcamp	Workshop 1	
10:00-10:15	Coffee Break			
10:15-11:30	Coding Bootcamp	Coding Bootcamp	Workshop 2	
11:30-12:00			Session	
12:00-12:30	Lightning Talks/Lunch	Lightning Talks/Lunch	Lunch	
12:30-13:00	Coding Bootcamp	Lightning talks	Workshop 3	
13:00-14:00			Coding Bootcamp (& lighting talks)	Workshop 4
14:00-15:00				Workshop 5
15:00-15:15	Coffee Break			
15:15-16:00	Coding Bootcamp	Lightning talks	Workshop 6	
16:00-17:00			Coding Bootcamp (& lighting talks)	Workshop 7
17:00-17:30				Diversity Panel
17:30-18:00	Power Workshop	Power Workshop	Prizes & Closing Ceremony	
18:00-onwards	Networking and Refreshments			

(Please note that this program is tentative and is subject to change. Coding bootcamp participants are slightly more flexible in how they want to work and take breaks.)

Application Form

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Digital inclusion of women for economic empowerment and gender equality

info@codetochange.org

About Us:

The Code to Change program's objective is to contribute to the achievement of gender equality (UN Sustainable Development Goal 5) and economic empowerment of women through digital inclusion. Furthermore, we aim to address the existing skills gap in the ICT sector and the associated digital gender divide and lack of diversity.

To achieve this aim we have designed and launched a training program to teach women the key e-skills required to pursue a career in the Information and Communications Technology (ICT) sector.

This program was developed out of successful earlier initiative, *Work to Equality*, which shares the same vision of the betterment of social economic participation, empowerment and emancipation of women.

The Code to Change program is powered by our vibrant community of female IT professionals and allies at "**Amsterdam Women in Technology**".

Our conference website will be live soon.

For speaking opportunities at one of our events, please drop us a line at speakers@codetochange.org

For partnership or sponsoring opportunities, please get in touch with Diana Eggleston at diana@codetochange.org

Twitter handle: @chunrichoupaal @codetochange
and hashtags: #worktoequality #codetochange

An initiative of Stichting ChunriChoupaal